

DEPARTMENT OF SOCIAL SERVICES

744 P Street, Sacramento, California 95814



October 20, 2003

ALL COUNTY INFORMATION NOTICE I-66-03

TO: ALL COUNTY WELFARE DIRECTORS
ALL CHIEF PROBATION OFFICERS
ALL STAFF DEVELOPMENT OFFICERS

REASON FOR THIS TRANSMITTAL

- ☐ State Law Change
- ☐ Federal Law or Regulation Change
- ☐ Court Order
- ☐ Clarification Requested by One or More Counties
- ☒ Initiated by CDSS

SUBJECT: PROGRAM IMPROVEMENT PLANNING (PIP) TRAINING
REQUIREMENTS

The purpose of this All County Information Notice is to inform counties of the approved PIP requirements for training. These requirements were developed in response to findings presented in the United States Department of Health and Human Services Children's Bureau Report on California's Child and Family Services Review (CFSR).

It is the expectation of the California Department of Social Services (CDSS) that the training requirements of the PIP will also support the successful implementation of the Outcomes and Accountability System (AB 636, Chapter 678, Statutes of 2002) and the Child Welfare Services (CWS) Redesign. This will further our ability to realize our vision that every child in California will live in a safe, stable, permanent home, nurtured by healthy families and strong communities.

In accordance with the PIP, the CDSS in partnership with the California Social Work Education Center (CalSWEC) has convened the Statewide Training and Education Committee (STEC). Membership includes representatives from CDSS, counties educational institutions, the Regional Training Academies, tribes/tribal organizations and agencies involved in the initial and ongoing training of social workers. The first meeting of the STEC was held in June 2003, to begin to identify training concerns and/or disparities and to make recommendations for improving training across the State. The STEC will meet regularly during the next 18 months to assist in meeting the training commitments articulated in the PIP. Information regarding these meetings can be accessed at <http://calswec.berkeley.edu/CalSWEC/STEC.html>.

The PIP requires CDSS to focus on specific training related activities that impact caseworkers and supervisors as follows:

Caseworkers:

1. Develop and implement a common core curriculum for all new child welfare workers beginning June 2004. The curriculum will include those topics that need particular attention specified in the PIP.

ACIN/New Training Requirements
Page Two

2. Establish statewide minimum requirements for the ongoing training of existing staff with implementation beginning March 2004.

Supervisors

1. Deliver training on new initiatives and program and practice changes for all supervisors beginning December 2003.
2. Develop and implement a common core curriculum for all new child welfare/probation supervisors with implementation beginning June 2004.

The STEC will also assist the CDSS in integrating the following topics into the Standardized Training Program. These topics may be included in the common core curriculum or existing specialty training or be developed into stand-alone training sessions.

- Standardized approach to safety and risk assessment
- Differential Response
- Enhanced case planning
- Family engagement
- Termination of Parental Rights
- Fairness and Equity
- Evidence-based techniques for mentoring new and seasoned staff
- Assessment of the education and mental health needs of children in Family Maintenance and in out-of-home care.
- Permanency Planning
- Adoptions Assistance program payments policy and adoptions policy for older and special needs children/youth.

For additional information, the CFSR can be reviewed at <http://www.dss.cahwnet.gov/cfsr/> and the PIP can be reviewed at http://www.dss.cahwnet.gov/cfsr/California_1435.htm

ACIN/New Training Requirements
Page Three

In the coming months, CDSS will disseminate program changes and implementation strategies to our many stakeholders. If you have any questions, please contact me at (916) 657-2614 or Greg Rose, Chief, Resources Development and Training Support Bureau at (916) 445-2890.

Sincerely,

Original Signed By Sylvia Pizzini

SYLVIA PIZZINI

Deputy Director

Children and Family Services

c: Adoptions District Offices
 CalSWEC
 CWDA
 CPOC
 Interuniversity Consortium
 Judicial Council
 Regional Training Academies
 Resource Center for Family Focused Practice